

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL MEMORANDUM

SB 569 - HB 1087

April 1, 2019

SUMMARY OF ORIGINAL BILL: Revises the Public Employee Political Freedom Act of 1980 by prohibiting a public employer from terminating or discriminating against an employee, with respect to compensation, terms, conditions, or privileges of employment, solely because such employee exercised the employee's right to communicate with an elected public official. Requires a court to sanction and fine an employee up to \$5,000, if an employee has filed a frivolous lawsuit with intent to harm or harass an employer.

FISCAL IMPACT OF ORIGINAL BILL:

NOT SIGNIFICANT

SUMMARY OF AMENDMENT (006712): Deletes all language after the enacting clause. Revises the Public Employee Political Freedom Act of 1980 by changing from treble damages to compensatory damages as what an employee is entitled, if such employee was disciplined, threatened to be disciplined or otherwise discriminated against by a public employer because such employee exercised that employee's right to communicate with an elected public official.

FISCAL IMPACT OF BILL WITH PROPOSED AMENDMENT:

Unchanged from the original fiscal note.

Assumptions for the bill as amended:

- Any civil action can be absorbed within existing resources in the Administrative Office of the Courts.
- There will not be a sufficient number of civil actions for state or local government to experience any significant increase in expenditures.
- Any other impact as a result of this legislation will be borne by private parties.
- The provisions of this legislation will not have a significant impact on the Department of Labor and Workforce Development.

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CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner". The signature is written in a cursive, flowing style.

Krista Lee Carsner, Executive Director

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